City of Ormond Beach

City Commission Meeting

City Hall Commission Conference Room

22 South Beach St., Ormond Beach FL 32174

August 5, 2025, 5:30 PM

Jason Leslie, Mayor
Lori Tolland, Zone 1
Travis Sargent, Zone 2
Kristin Deaton, Zone 3
Harold Briley, Zone 4

Agenda

1. CALL TO ORDER

2. DISCUSSIONS

A. Employee Health Insurance

3. ADJOURNMENT

Website Address – www.ormondbeach.org

NOTICE – Pursuant to Section 286.0105 of the Florida Statutes, if any person decides to appeal any decision made by the City Commission with respect to any matter considered at this public meeting, such person will need a record of the proceedings and for such purpose, such person may need to ensure that a verbatim record of the proceedings is made, including the testimony and evidence upon which the appeal is to be based.

For special accommodations, please notify the City Clerk's Office at least 72 hours in advance.
Phone: 386-677-0311

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In accordance with the Americans with Disabilities Act (ADA), persons with a disability, such as a vision, hearing or speech impairment, or persons needing other types of assistance, and who wish to attend City Commission meetings or any other board or committee meeting may contact the City Clerk's Office in writing, or may call 386-677-0311 for information regarding available aids and services.

City of Ormond Beach

City Commission Agenda

Staff Report

Agenda Date	August 5, 2025	**Item No**	2.A.
Section	DISCUSSIONS	**Category**	City Commission Workshop
Subject	Employee Health Insurance		
Recommended Action	Staff is presenting this item for discussion purposes prior to requesting approval to award the RFP for Employee Benefits Broker of Record Services.		
Strategic Goal	Governance - Other		
Department Staff Contact	City Manager Claire Whitley, Assistant City Manager		

Summary

The City utilizes a broker of record to administer and manage employee benefit plans provided by the City on behalf of eligible employees and their families. The broker provides critical services such as marketing, plan design, rate negotiations, claims administration, dispute resolution, member support services, annual enrollment, and regulatory compliance and reporting.

In 2017, the City, in partnership with the City Commission and broker of record, developed a health insurance strategy to mitigate significant health insurance market increases and proactively improve employee health factors that support employee wellness, lower overall claims experience, and minimize premium increases. As part of this program, the City transitioned to a high-deductible healthcare plan and successfully implemented a variety of wellness programs and incentives to further support its goals.

The City's current employee benefits broker agreement expires in September 2025. As such, the City issued an RFP for Employee Benefits Broker of Record Services on April 20, 2025, and received two responses from Brown and Brown, and Foundation Risk Partners. On July 28, 2025, the evaluation committee reviewed and evaluated the proposals per the City's purchasing rules.

Because the broker of record is a critical partner in the development and implementation of the City's health insurance strategy, staff has designed this workshop to review the City's overall employee benefits structure. Additionally, staff will review the qualified RFP proposals and evaluation committee recommendation and provide an opportunity for the City Commission to direct questions to staff and the proposing firms.

A request to award the RFP for Employee Benefits Broker of Record Services and enter into a corresponding agreement is included on the August 5, 2025, City Commission agenda following this workshop.

Financial Impact

Costs associated with broker services are dependent on the broker selected and have been included in the current fiscal year budget.

Citizen Impact

Providing quality employee benefit plans through the expertise of and partnership with a qualified employee benefits broker ensures the City remains competitive in attracting and retaining staff responsible for delivering critical services to our residents, business, and visitors.

Attachments